

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2079
Revision No.: 23
Date of Last Revision: 05/28/2002

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.00
Accounting Clerk II	11.95
Accounting Clerk III	13.44
Accounting Clerk IV	16.94
Court Reporter	13.28
Dispatcher, Motor Vehicle	12.45
Document Preparation Clerk	9.89
Duplicating Machine Operator	9.65
Film/Tape Librarian	9.00
General Clerk I	9.01
General Clerk II	10.14
General Clerk III	11.04
General Clerk IV	12.43
Housing Referral Assistant	15.88
Key Entry Operator I	8.24
Key Entry Operator II	10.42
Messenger (Courier)	9.59
Order Clerk I	9.24
Order Clerk II	10.02
Personnel Assistant (Employment) I	8.76
Personnel Assistant (Employment) II	9.87
Personnel Assistant (Employment) III	12.38
Personnel Assistant (Employment) IV	14.48
Production Control Clerk	14.38
Rental Clerk	10.62
Scheduler, Maintenance	11.68
Secretary I	11.68
Secretary II	13.38
Secretary III	15.88
Secretary IV	17.79
Secretary V	20.41
Service Order Dispatcher	10.09
Stenographer I	10.03

Stenographer II	12.77
Supply Technician	17.14
Survey Worker (Interviewer)	11.55
Switchboard Operator-Receptionist	9.62
Test Examiner	13.38
Test Proctor	13.38
Travel Clerk I	9.59
Travel Clerk II	10.26
Travel Clerk III	10.82
Word Processor I	10.72
Word Processor II	12.14
Word Processor III	13.57

Automatic Data Processing Occupations

Computer Data Librarian	9.16
Computer Operator I	10.96
Computer Operator II	12.89
Computer Operator III	15.86
Computer Operator IV	16.94
Computer Operator V	17.66
Computer Programmer I (1)	18.83
Computer Programmer II (1)	20.51
Computer Programmer III (1)	25.59
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.79
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.97

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16.43
Automotive Glass Installer	12.70
Automotive Worker	12.70
Electrician, Automotive	13.50
Mobile Equipment Servicer	11.11
Motor Equipment Metal Mechanic	14.28
Motor Equipment Metal Worker	12.70
Motor Vehicle Mechanic	16.42
Motor Vehicle Mechanic Helper	13.20
Motor Vehicle Upholstery Worker	13.68
Motor Vehicle Wrecker	14.67
Painter, Automotive	15.53
Radiator Repair Specialist	14.59
Tire Repairer	10.67
Transmission Repair Specialist	16.42

Food Preparation and Service Occupations

Baker	10.44
Cook I	8.65

Cook II	9.89
Dishwasher	7.56
Food Service Worker	7.85
Meat Cutter	12.40
Waiter/Waitress	6.74

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	13.42
Furniture Handler	10.68
Furniture Refinisher	14.76
Furniture Refinisher Helper	11.42
Furniture Repairer, Minor	13.01
Upholsterer	14.76

General Services and Support Occupations

Cleaner, Vehicles	8.32
Elevator Operator	8.32
Gardener	10.85
House Keeping Aid I	7.11
House Keeping Aid II	8.32
Janitor	8.32
Laborer, Grounds Maintenance	8.92
Maid or Houseman	7.26
Pest Controller	11.46
Refuse Collector	7.23
Tractor Operator	10.20
Window Cleaner	9.05

Health Occupations

Dental Assistant	13.07
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.00
Licensed Practical Nurse I	11.75
Licensed Practical Nurse II	13.19
Licensed Practical Nurse III	14.75
Medical Assistant	9.95
Medical Laboratory Technician	11.42
Medical Record Clerk	9.93
Medical Record Technician	12.22
Nursing Assistant I	6.82
Nursing Assistant II	7.65
Nursing Assistant III	8.36
Nursing Assistant IV	9.37
Pharmacy Technician	11.60
Phlebotomist	10.26
Registered Nurse I	16.50
Registered Nurse II	20.17
Registered Nurse II, Specialist	20.17
Registered Nurse III	24.42
Registered Nurse III, Anesthetist	24.42

Registered Nurse IV	29.26
Information and Arts Occupations	
Audiovisual Librarian	18.40
Exhibits Specialist I	15.40
Exhibits Specialist II	18.69
Exhibits Specialist III	20.35
Illustrator I	16.94
Illustrator II	20.56
Illustrator III	22.39
Librarian	18.51
Library Technician	11.95
Photographer I	12.16
Photographer II	15.06
Photographer III	18.28
Photographer IV	19.90
Photographer V	23.48
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.55
Counter Attendant	6.55
Dry Cleaner	7.79
Finisher, Flatwork, Machine	6.55
Presser, Hand	6.55
Presser, Machine, Drycleaning	7.07
Presser, Machine, Shirts	6.55
Presser, Machine, Wearing Apparel, Laundry	6.55
Sewing Machine Operator	9.93
Tailor	8.99
Washer, Machine	7.11
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.70
Tool and Die Maker	18.33
Material Handling and Packing Occupations	
Forklift Operator	11.23
Fuel Distribution System Operator	13.60
Material Coordinator	14.38
Material Expediter	14.38
Material Handling Laborer	9.58
Order Filler	9.66
Production Line Worker (Food Processing)	12.40
Shipping Packer	11.66
Shipping/Receiving Clerk	11.04
Stock Clerk (Shelf Stocker; Store Worker II)	10.47
Store Worker I	8.71
Tools and Parts Attendant	12.13
Warehouse Specialist	11.78

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	16.74
Aircraft Mechanic Helper	12.24
Aircraft Quality Control Inspector	17.68
Aircraft Servicer	13.96
Aircraft Worker	14.88
Appliance Mechanic	13.42
Bicycle Repairer	10.67
Cable Splicer	17.46
Carpenter, Maintenance	14.27
Carpet Layer	15.96
Electrician, Maintenance	17.95
Electronics Technician, Maintenance I	19.10
Electronics Technician, Maintenance II	20.31
Electronics Technician, Maintenance III	21.52
Fabric Worker	14.61
Fire Alarm System Mechanic	17.46
Fire Extinguisher Repairer	13.63
Fuel Distribution System Mechanic	17.95
General Maintenance Worker	13.60
Heating, Refrigeration and Air Conditioning Mechanic	16.06
Heavy Equipment Mechanic	15.53
Heavy Equipment Operator	17.13
Instrument Mechanic	17.46
Laborer	9.58
Locksmith	14.76
Machinery Maintenance Mechanic	17.46
Machinist, Maintenance	14.19
Maintenance Trades Helper	11.42
Millwright	16.79
Office Appliance Repairer	15.79
Painter, Aircraft	17.76
Painter, Maintenance	13.44
Pipefitter, Maintenance	17.24
Plumber, Maintenance	16.51
Pneudraulic Systems Mechanic	17.46
Rigger	17.46
Scale Mechanic	15.56
Sheet-Metal Worker, Maintenance	16.03
Small Engine Mechanic	13.88
Telecommunication Mechanic I	17.90
Telecommunication Mechanic II	21.81
Telephone Lineman	17.46
Welder, Combination, Maintenance	13.89
Well Driller	16.15
Woodcraft Worker	17.01
Woodworker	12.28

Miscellaneous Occupations

Animal Caretaker	8.93
Carnival Equipment Operator	8.12
Carnival Equipment Repairer	8.64
Carnival Worker	6.33
Cashier	7.82
Desk Clerk	7.93
Embalmer	16.43
Lifeguard	7.99
Mortician	16.75
Park Attendant (Aide)	10.03
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.99
Recreation Specialist	11.90
Recycling Worker	8.87
Sales Clerk	7.99
School Crossing Guard (Crosswalk Attendant)	7.30
Sport Official	7.99
Survey Party Chief (Chief of Party)	10.85
Surveying Aide	7.76
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.03
Swimming Pool Operator	10.77
Vending Machine Attendant	8.78
Vending Machine Repairer	10.77
Vending Machine Repairer Helper	8.78

Personal Needs Occupations

Child Care Attendant	7.08
Child Care Center Clerk	10.15
Chore Aid	7.76
Homemaker	12.41

Plant and System Operation Occupations

Boiler Tender	17.94
Sewage Plant Operator	16.98
Stationary Engineer	19.05
Ventilation Equipment Tender	11.78
Water Treatment Plant Operator	16.98

Protective Service Occupations

Alarm Monitor	9.52
Corrections Officer	11.68
Court Security Officer	10.62
Detention Officer	11.68
Firefighter	10.62
Guard I	8.47
Guard II	11.32
Police Officer	10.62

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.17
Hatch Tender	13.19
Line Handler	13.19
Stevedore I	12.88
Stevedore II	15.74

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.14
Archeological Technician II	15.19
Archeological Technician III	16.87
Cartographic Technician	21.63
Civil Engineering Technician	18.04
Computer Based Training (CBT) Specialist/ Instructor	20.78
Drafter I	10.90
Drafter II	15.53
Drafter III	19.23
Drafter IV	23.39
Engineering Technician I	12.89
Engineering Technician II	14.53
Engineering Technician III	17.11
Engineering Technician IV	20.04
Engineering Technician V	24.48
Engineering Technician VI	29.62
Environmental Technician	17.48
Flight Simulator/Instructor (Pilot)	24.08
Graphic Artist	19.31
Instructor	18.66
Laboratory Technician	14.70
Mathematical Technician	18.71
Paralegal/Legal Assistant I	12.42
Paralegal/Legal Assistant II	15.91
Paralegal/Legal Assistant III	19.45
Paralegal/Legal Assistant IV	23.72
Photooptics Technician	16.14
Technical Writer	22.32
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.20
Weather Observer, Senior (3)	15.20
Weather Observer, Upper Air (3)	14.23

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	10.92
Parking and Lot Attendant	7.91
Shuttle Bus Driver	11.34
Taxi Driver	6.94
Truckdriver, Heavy Truck	14.07
Truckdriver, Light Truck	11.34
Truckdriver, Medium Truck	11.92
Truckdriver, Tractor-Trailer	14.07

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
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Wage Determination No.: 1994-2081
Revision No.: 20
Date of Last Revision: 05/29/2002

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.53
01012	Accounting Clerk II	10.89
01013	Accounting Clerk III	13.08
01014	Accounting Clerk IV	14.80
01030	Court Reporter	14.45
01050	Dispatcher, Motor Vehicle	14.45
01060	Document Preparation Clerk	11.33
01070	Messenger (Courier)	8.89
01090	Duplicating Machine Operator	10.81
01110	Film/Tape Librarian	11.99
01115	General Clerk I	8.79
01116	General Clerk II	9.87
01117	General Clerk III	10.08
01118	General Clerk IV	12.82
01120	Housing Referral Assistant	16.58
01131	Key Entry Operator I	11.22
01132	Key Entry Operator II	13.41
01191	Order Clerk I	12.16
01192	Order Clerk II	12.83
01261	Personnel Assistant (Employment) I	11.93
01262	Personnel Assistant (Employment) II	13.77
01263	Personnel Assistant (Employment) III	16.16
01264	Personnel Assistant (Employment) IV	17.55
01270	Production Control Clerk	16.58
01290	Rental Clerk	12.54
01300	Scheduler, Maintenance	12.54
01311	Secretary I	12.83
01312	Secretary II	13.48
01313	Secretary III	15.20
01314	Secretary IV	18.09
01315	Secretary V	20.09
01320	Service Order Dispatcher	12.54

01341	Stenographer I	11.68
01342	Stenographer II	14.30
01400	Supply Technician	17.74
01420	Survey Worker (Interviewer)	13.48
01460	Switchboard Operator-Receptionist	11.42
01510	Test Examiner	14.45
01520	Test Proctor	14.45
01531	Travel Clerk I	12.50
01532	Travel Clerk II	13.11
01533	Travel Clerk III	14.03
01611	Word Processor I	11.11
01612	Word Processor II	12.82
01613	Word Processor III	15.05
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	11.91
03041	Computer Operator I	13.19
03042	Computer Operator II	14.81
03043	Computer Operator III	19.09
03044	Computer Operator IV	21.18
03045	Computer Operator V	23.47
03071	Computer Programmer I (1)	16.60
03072	Computer Programmer II (1)	20.03
03073	Computer Programmer III (1)	24.53
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	24.70
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.70
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	20.69
05010	Automotive Glass Installer	17.05
05040	Automotive Worker	17.05
05070	Electrician, Automotive	17.99
05100	Mobile Equipment Servicer	15.50
05130	Motor Equipment Metal Mechanic	18.33
05160	Motor Equipment Metal Worker	17.05
05190	Motor Vehicle Mechanic	18.33
05220	Motor Vehicle Mechanic Helper	14.45
05250	Motor Vehicle Upholstery Worker	17.05
05280	Motor Vehicle Wrecker	17.05
05310	Painter, Automotive	17.33
05340	Radiator Repair Specialist	17.05
05370	Tire Repairer	14.98
05400	Transmission Repair Specialist	18.33
07000	Food Preparation and Service Occupations	
	Food Service Worker	8.44

07010	Baker	13.29
07041	Cook I	10.50
07042	Cook II	11.56
07070	Dishwasher	8.28
07130	Meat Cutter	12.14
07250	Waiter/Waitress	9.09
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	17.33
09040	Furniture Handler	14.45
09070	Furniture Refinisher	17.33
09100	Furniture Refinisher Helper	14.45
09110	Furniture Repairer, Minor	16.45
09130	Upholsterer	17.33
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.59
11060	Elevator Operator	9.59
11090	Gardener	12.96
11121	House Keeping Aid I	7.93
11122	House Keeping Aid II	9.00
11150	Janitor	9.57
11210	Laborer, Grounds Maintenance	10.45
11240	Maid or Houseman	7.84
11270	Pest Controller	12.14
11300	Refuse Collector	9.59
11330	Tractor Operator	12.26
11360	Window Cleaner	10.43
12000	Health Occupations	
12020	Dental Assistant	13.36
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.48
12071	Licensed Practical Nurse I	12.30
12072	Licensed Practical Nurse II	13.80
12073	Licensed Practical Nurse III	15.45
12100	Medical Assistant	10.38
12130	Medical Laboratory Technician	11.94
12160	Medical Record Clerk	10.38
12190	Medical Record Technician	13.81
12221	Nursing Assistant I	8.32
12222	Nursing Assistant II	9.62
12223	Nursing Assistant III	12.03
12224	Nursing Assistant IV	13.50
12250	Pharmacy Technician	12.74
12280	Phlebotomist	10.51
12311	Registered Nurse I	19.04
12312	Registered Nurse II	22.41
12313	Registered Nurse II, Specialist	22.41

12314	Registered Nurse III	28.28
12315	Registered Nurse III, Anesthetist	28.28
12316	Registered Nurse IV	33.90
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	16.82
13011	Exhibits Specialist I	16.92
13012	Exhibits Specialist II	20.96
13013	Exhibits Specialist III	25.57
13041	Illustrator I	16.95
13042	Illustrator II	21.00
13043	Illustrator III	25.61
13047	Librarian	20.24
13050	Library Technician	15.69
13071	Photographer I	13.28
13072	Photographer II	15.75
13073	Photographer III	19.51
13074	Photographer IV	23.79
13075	Photographer V	28.87
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.83
15030	Counter Attendant	8.83
15040	Dry Cleaner	9.08
15070	Finisher, Flatwork, Machine	8.83
15090	Presser, Hand	8.83
15100	Presser, Machine, Drycleaning	8.83
15130	Presser, Machine, Shirts	8.83
15160	Presser, Machine, Wearing Apparel, Laundry	8.83
15190	Sewing Machine Operator	9.76
15220	Tailor	13.90
15250	Washer, Machine	10.17
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	17.33
19040	Tool and Die Maker	20.40
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.66
21020	Material Coordinator	17.03
21030	Material Expediter	17.03
21040	Material Handling Laborer	11.86
21050	Order Filler	11.18
21071	Forklift Operator	14.70
21080	Production Line Worker (Food Processing)	12.87
21100	Shipping/Receiving Clerk	11.68
21130	Shipping Packer	11.44
21140	Store Worker I	11.44
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.06

21210	Tools and Parts Attendant	14.80
21400	Warehouse Specialist	12.87
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	17.99
23040	Aircraft Mechanic Helper	14.45
23050	Aircraft Quality Control Inspector	17.52
23060	Aircraft Servicer	16.45
23070	Aircraft Worker	16.73
23100	Appliance Mechanic	17.33
23120	Bicycle Repairer	14.98
23125	Cable Splicer	17.99
23130	Carpenter, Maintenance	17.33
23140	Carpet Layer	16.73
23160	Electrician, Maintenance	21.64
23181	Electronics Technician, Maintenance I	17.16
23182	Electronics Technician, Maintenance II	18.72
23183	Electronics Technician, Maintenance III	19.86
23260	Fabric Worker	16.45
23290	Fire Alarm System Mechanic	17.99
23310	Fire Extinguisher Repairer	16.45
23340	Fuel Distribution System Mechanic	18.17
23370	General Maintenance Worker	16.19
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.99
23430	Heavy Equipment Mechanic	17.99
23440	Heavy Equipment Operator	18.30
23460	Instrument Mechanic	17.99
23470	Laborer	9.55
23500	Locksmith	17.33
23530	Machinery Maintenance Mechanic	17.99
23550	Machinist, Maintenance	18.11
23580	Maintenance Trades Helper	14.45
23640	Millwright	17.99
23700	Office Appliance Repairer	17.33
23740	Painter, Aircraft	17.33
23760	Painter, Maintenance	17.55
23790	Pipefitter, Maintenance	18.25
23800	Plumber, Maintenance	17.33
23820	Pneudraulic Systems Mechanic	17.99
23850	Rigger	17.99
23870	Scale Mechanic	16.73
23890	Sheet-Metal Worker, Maintenance	17.99
23910	Small Engine Mechanic	16.73
23930	Telecommunication Mechanic I	17.99
23931	Telecommunication Mechanic II	18.54
23950	Telephone Lineman	17.99
23960	Welder, Combination, Maintenance	17.99
23965	Well Driller	18.18
23970	Woodcraft Worker	17.99

23980	Woodworker	16.73
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.03
24580	Child Care Center Clerk	9.13
24600	Chore Aid	7.77
24630	Homemaker	11.52
25000	Plant and System Operation Occupations	
25010	Boiler Tender	19.34
25040	Sewage Plant Operator	17.33
25070	Stationary Engineer	19.34
25190	Ventilation Equipment Tender	14.45
25210	Water Treatment Plant Operator	17.33
27000	Protective Service Occupations	
	Police Officer	24.96
27004	Alarm Monitor	14.78
27006	Corrections Officer	19.00
27010	Court Security Officer	18.53
27040	Detention Officer	19.00
27070	Firefighter	17.56
27101	Guard I	6.83
27102	Guard II	11.35
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	15.24
28020	Hatch Tender	15.24
28030	Line Handler	15.24
28040	Stevedore I	14.61
28050	Stevedore II	18.23
29000	Technical Occupations	
21150	Graphic Artist	20.00
29010	Air Traffic Control Specialist, Center (2)	29.44
29011	Air Traffic Control Specialist, Station (2)	20.30
29012	Air Traffic Control Specialist, Terminal (2)	22.35
29023	Archeological Technician I	16.57
29024	Archeological Technician II	18.52
29025	Archeological Technician III	22.96
29030	Cartographic Technician	21.18
29035	Computer Based Training (CBT) Specialist/ Instructor	24.70
29040	Civil Engineering Technician	19.24
29061	Drafter I	13.93
29062	Drafter II	15.62
29063	Drafter III	18.53
29064	Drafter IV	22.94
29081	Engineering Technician I	13.88
29082	Engineering Technician II	16.27

29083	Engineering Technician III	19.42
29084	Engineering Technician IV	22.75
29085	Engineering Technician V	26.14
29086	Engineering Technician VI	31.64
29090	Environmental Technician	20.93
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	20.96
29210	Laboratory Technician	16.42
29240	Mathematical Technician	22.38
29361	Paralegal/Legal Assistant I	15.54
29362	Paralegal/Legal Assistant II	18.61
29363	Paralegal/Legal Assistant III	22.70
29364	Paralegal/Legal Assistant IV	27.49
29390	Photooptics Technician	20.79
29480	Technical Writer	25.88
29491	Unexploded Ordnance (UXO) Technician I	18.71
29492	Unexploded Ordnance (UXO) Technician II	22.64
29493	Unexploded Ordnance (UXO) Technician III	27.13
29494	Unexploded (UXO) Safety Escort	18.71
29495	Unexploded (UXO) Sweep Personnel	18.71
29620	Weather Observer, Senior (3)	20.79
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	18.34
29622	Weather Observer, Upper Air (3)	18.34
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	14.30
31260	Parking and Lot Attendant	7.94
31290	Shuttle Bus Driver	12.73
31300	Taxi Driver	11.72
31361	Truckdriver, Light Truck	11.93
31362	Truckdriver, Medium Truck	16.57
31363	Truckdriver, Heavy Truck	17.26
31364	Truckdriver, Tractor-Trailer	17.26
99000	Miscellaneous Occupations	
99020	Animal Caretaker	9.88
99030	Cashier	7.69
99041	Carnival Equipment Operator	9.99
99042	Carnival Equipment Repairer	10.77
99043	Carnival Worker	7.81
99050	Desk Clerk	9.18
99095	Embalmer	20.60
99300	Lifeguard	9.83
99310	Mortician	20.60
99350	Park Attendant (Aide)	10.32
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.21
99500	Recreation Specialist	9.68
99510	Recycling Worker	12.26

99610	Sales Clerk	8.21
99620	School Crossing Guard (Crosswalk Attendant)	9.59
99630	Sport Official	7.14
99658	Survey Party Chief (Chief of Party)	12.70
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.55
99660	Surveying Aide	7.05
99690	Swimming Pool Operator	12.65
99720	Vending Machine Attendant	10.66
99730	Vending Machine Repairer	12.65
99740	Vending Machine Repairer Helper	10.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

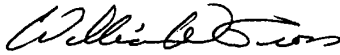
6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2083
Revision No.: 18
Date of Last Revision: 06/11/2002

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	9.16
Accounting Clerk II	10.42
Accounting Clerk III	10.76
Accounting Clerk IV	11.01
Court Reporter	11.43
Dispatcher, Motor Vehicle	10.55
Document Preparation Clerk	8.88
Duplicating Machine Operator	8.88
Film/Tape Librarian	10.20
General Clerk I	7.33
General Clerk II	8.16
General Clerk III	9.93
General Clerk IV	10.60
Housing Referral Assistant	12.89
Key Entry Operator I	8.36
Key Entry Operator II	10.05
Messenger (Courier)	9.70
Order Clerk I	8.16
Order Clerk II	9.09
Personnel Assistant (Employment) I	7.21
Personnel Assistant (Employment) II	8.03
Personnel Assistant (Employment) III	9.77
Personnel Assistant (Employment) IV	10.43
Production Control Clerk	14.70
Rental Clerk	9.72
Scheduler, Maintenance	9.72
Secretary I	9.72
Secretary II	12.63
Secretary III	12.89
Secretary IV	14.34

Secretary V	15.88
Service Order Dispatcher	9.64
Stenographer I	10.20
Stenographer II	10.72
Supply Technician	14.34
Survey Worker (Interviewer)	11.38
Switchboard Operator-Receptionist	9.97
Test Examiner	12.63
Test Proctor	12.63
Travel Clerk I	9.13
Travel Clerk II	9.77
Travel Clerk III	10.31
Word Processor I	8.67
Word Processor II	9.76
Word Processor III	10.89

Automatic Data Processing Occupations

Computer Data Librarian	11.70
Computer Operator I	9.90
Computer Operator II	11.16
Computer Operator III	13.55
Computer Operator IV	15.07
Computer Operator V	16.69
Computer Programmer I (1)	12.27
Computer Programmer II (1)	15.18
Computer Programmer III (1)	18.55
Computer Programmer IV (1)	22.61
Computer Systems Analyst I (1)	18.68
Computer Systems Analyst II (1)	22.61
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.16

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	14.42
Automotive Glass Installer	14.21
Automotive Worker	14.21
Electrician, Automotive	15.49
Mobile Equipment Servicer	11.72
Motor Equipment Metal Mechanic	15.49
Motor Equipment Metal Worker	14.21
Motor Vehicle Mechanic	14.13
Motor Vehicle Mechanic Helper	11.03
Motor Vehicle Upholstery Worker	13.99
Motor Vehicle Wrecker	14.21
Painter, Automotive	15.03
Radiator Repair Specialist	14.21
Tire Repairer	10.55
Transmission Repair Specialist	14.08

Food Preparation and Service Occupations

Baker	12.24
Cook I	11.21
Cook II	12.24
Dishwasher	8.60
Food Service Worker	8.60
Meat Cutter	13.39
Waiter/Waitress	9.21

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	14.19
Furniture Handler	10.41
Furniture Refinisher	14.19
Furniture Refinisher Helper	11.44
Furniture Repairer, Minor	12.17
Upholsterer	14.23

General Services and Support Occupations

Cleaner, Vehicles	8.60
Elevator Operator	8.80
Gardener	11.85
House Keeping Aid I	8.60
House Keeping Aid II	9.21
Janitor	8.80
Laborer, Grounds Maintenance	9.74
Maid or Houseman	7.97
Pest Controller	12.30
Refuse Collector	9.40
Tractor Operator	11.19
Window Cleaner	9.51

Health Occupations

Dental Assistant	9.96
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.49
Licensed Practical Nurse I	9.97
Licensed Practical Nurse II	11.19
Licensed Practical Nurse III	12.50
Medical Assistant	10.32
Medical Laboratory Technician	9.72
Medical Record Clerk	9.72
Medical Record Technician	13.68
Nursing Assistant I	6.62
Nursing Assistant II	7.44
Nursing Assistant III	8.13
Nursing Assistant IV	9.12
Pharmacy Technician	12.13
Phlebotomist	11.19
Registered Nurse I	14.32

Registered Nurse II	17.52
Registered Nurse II, Specialist	17.52
Registered Nurse III	21.20
Registered Nurse III, Anesthetist	21.20
Registered Nurse IV	25.15

Information and Arts Occupations

Audiovisual Librarian	14.80
Exhibits Specialist I	11.95
Exhibits Specialist II	14.80
Exhibits Specialist III	18.11
Illustrator I	11.95
Illustrator II	14.80
Illustrator III	18.11
Librarian	15.79
Library Technician	12.14
Photographer I	10.69
Photographer II	11.95
Photographer III	14.80
Photographer IV	18.11
Photographer V	21.88

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.86
Counter Attendant	6.86
Dry Cleaner	7.51
Finisher, Flatwork, Machine	6.86
Presser, Hand	6.86
Presser, Machine, Drycleaning	6.86
Presser, Machine, Shirts	6.86
Presser, Machine, Wearing Apparel, Laundry	6.86
Sewing Machine Operator	8.90
Tailor	9.42
Washer, Machine	6.86

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	14.19
Tool and Die Maker	15.84

Material Handling and Packing Occupations

Forklift Operator	10.73
Fuel Distribution System Operator	11.22
Material Coordinator	14.69
Material Expediter	14.69
Material Handling Laborer	9.63
Order Filler	11.37
Production Line Worker (Food Processing)	12.11
Shipping Packer	11.87
Shipping/Receiving Clerk	11.87

Stock Clerk (Shelf Stocker; Store Worker II)	10.02
Store Worker I	8.97
Tools and Parts Attendant	11.44
Warehouse Specialist	12.11

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	14.62
Aircraft Mechanic Helper	11.44
Aircraft Quality Control Inspector	15.42
Aircraft Servicer	12.77
Aircraft Worker	13.40
Appliance Mechanic	14.19
Bicycle Repairer	10.55
Cable Splicer	14.62
Carpenter, Maintenance	12.90
Carpet Layer	13.40
Electrician, Maintenance	16.81
Electronics Technician, Maintenance I	11.36
Electronics Technician, Maintenance II	13.97
Electronics Technician, Maintenance III	16.90
Fabric Worker	12.77
Fire Alarm System Mechanic	14.62
Fire Extinguisher Repairer	12.58
Fuel Distribution System Mechanic	14.62
General Maintenance Worker	12.18
Heating, Refrigeration and Air Conditioning Mechanic	15.32
Heavy Equipment Mechanic	15.38
Heavy Equipment Operator	14.62
Instrument Mechanic	14.62
Laborer	9.42
Locksmith	14.19
Machinery Maintenance Mechanic	15.73
Machinist, Maintenance	13.29
Maintenance Trades Helper	10.72
Millwright	14.62
Office Appliance Repairer	14.19
Painter, Aircraft	14.19
Painter, Maintenance	12.90
Pipefitter, Maintenance	18.21
Plumber, Maintenance	16.17
Pneudraulic Systems Mechanic	16.47
Rigger	14.62
Scale Mechanic	14.62
Sheet-Metal Worker, Maintenance	14.75
Small Engine Mechanic	14.62
Telecommunication Mechanic I	14.55
Telecommunication Mechanic II	14.62
Telephone Lineman	15.42
Welder, Combination, Maintenance	13.29

Well Driller	14.62
Woodcraft Worker	14.62
Woodworker	13.29

Miscellaneous Occupations

Animal Caretaker	9.83
Carnival Equipment Operator	11.64
Carnival Equipment Repairer	11.47
Carnival Worker	8.80
Cashier	8.01
Desk Clerk	9.27
Embalmer	17.93
Lifeguard	9.42
Mortician	16.41
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.09
Recreation Specialist	12.84
Recycling Worker	11.44
Sales Clerk	9.38
School Crossing Guard (Crosswalk Attendant)	8.80
Sport Official	9.42
Survey Party Chief (Chief of Party)	11.47
Surveying Aide	13.12
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.58
Swimming Pool Operator	12.53
Vending Machine Attendant	10.70
Vending Machine Repairer	12.53
Vending Machine Repairer Helper	10.70

Personal Needs Occupations

Child Care Attendant	9.27
Child Care Center Clerk	12.89
Chore Aid	7.97
Homemaker	12.84

Plant and System Operation Occupations

Boiler Tender	14.62
Sewage Plant Operator	15.50
Stationary Engineer	14.62
Ventilation Equipment Tender	12.33
Water Treatment Plant Operator	15.50

Protective Service Occupations

Alarm Monitor	8.28
Corrections Officer	18.61
Court Security Officer	18.61
Detention Officer	18.61
Firefighter	15.74
Guard I	6.74

Guard II	8.28
Police Officer	20.84

Stevedoring/Longshoremen Occupations

Blocker and Bracer	14.73
Hatch Tender	14.73
Line Handler	14.73
Stevedore I	12.56
Stevedore II	14.23

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.22
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	10.67
Archeological Technician II	11.95
Archeological Technician III	14.80
Cartographic Technician	15.42
Civil Engineering Technician	14.75
Computer Based Training (CBT) Specialist/ Instructor	18.68
Drafter I	9.52
Drafter II	10.69
Drafter III	11.95
Drafter IV	14.80
Engineering Technician I	8.69
Engineering Technician II	9.76
Engineering Technician III	10.91
Engineering Technician IV	13.51
Engineering Technician V	16.53
Engineering Technician VI	19.99
Environmental Technician	14.80
Flight Simulator/Instructor (Pilot)	22.61
Graphic Artist	17.42
Instructor	17.04
Laboratory Technician	13.45
Mathematical Technician	14.80
Paralegal/Legal Assistant I	11.96
Paralegal/Legal Assistant II	13.56
Paralegal/Legal Assistant III	16.57
Paralegal/Legal Assistant IV	20.05
Photooptics Technician	14.80
Technical Writer	17.24
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.00
Weather Observer, Senior (3)	15.57

Weather Observer, Upper Air (3)

14.00

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	12.17
Parking and Lot Attendant	9.36
Shuttle Bus Driver	11.36
Taxi Driver	10.46
Truckdriver, Heavy Truck	12.96
Truckdriver, Light Truck	11.36
Truckdriver, Medium Truck	12.17
Truckdriver, Tractor-Trailer	13.06

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance,

explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-3009
Revision No.: 7
Date of Last Revision: 07/03/2002

State: Colorado

Area: Colorado County of Larimer

**** Fringe Benefits Required Follow the Occupational Listing ****

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.01
01012	Accounting Clerk II	10.35
01013	Accounting Clerk III	12.43
01014	Accounting Clerk IV	15.10
01030	Court Reporter	13.70
01050	Dispatcher, Motor Vehicle	13.70
01060	Document Preparation Clerk	10.99
01070	Messenger (Courier)	10.25
01090	Duplicating Machine Operator	10.82
01110	Film/Tape Librarian	11.86
01115	General Clerk I	8.90
01116	General Clerk II	9.97
01117	General Clerk III	10.82
01118	General Clerk IV	12.13
01120	Housing Referral Assistant	17.67
01131	Key Entry Operator I	9.97
01132	Key Entry Operator II	11.17
01191	Order Clerk I	9.97
01192	Order Clerk II	10.82
01261	Personnel Assistant (Employment) I	10.82
01262	Personnel Assistant (Employment) II	11.86
01263	Personnel Assistant (Employment) III	13.70
01264	Personnel Assistant (Employment) IV	15.21
01270	Production Control Clerk	15.39
01290	Rental Clerk	11.08
01300	Scheduler, Maintenance	11.88
01311	Secretary I	12.91
01312	Secretary II	16.68
01313	Secretary III	17.67
01314	Secretary IV	19.98
01315	Secretary V	22.19
01320	Service Order Dispatcher	11.86
01341	Stenographer I	11.21

01342	Stenographer II	13.72
01400	Supply Technician	18.39
01420	Survey Worker (Interviewer)	13.70
01460	Switchboard Operator-Receptionist	10.33
01510	Test Examiner	15.35
01520	Test Proctor	15.35
01531	Travel Clerk I	9.82
01532	Travel Clerk II	10.29
01533	Travel Clerk III	11.02
01611	Word Processor I	11.43
01612	Word Processor II	13.11
01613	Word Processor III	15.20
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	10.36
03041	Computer Operator I	11.91
03042	Computer Operator II	13.38
03043	Computer Operator III	17.24
03044	Computer Operator IV	19.13
03045	Computer Operator V	21.20
03071	Computer Programmer I (1)	15.01
03072	Computer Programmer II (1)	18.12
03073	Computer Programmer III (1)	22.18
03074	Computer Programmer IV (1)	25.94
03101	Computer Systems Analyst I (1)	24.84
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.91
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	17.99
05010	Automotive Glass Installer	16.73
05040	Automotive Worker	16.73
05070	Electrician, Automotive	17.99
05100	Mobile Equipment Servicer	15.50
05130	Motor Equipment Metal Mechanic	17.99
05160	Motor Equipment Metal Worker	16.73
05190	Motor Vehicle Mechanic	17.99
05220	Motor Vehicle Mechanic Helper	14.45
05250	Motor Vehicle Upholstery Worker	16.73
05280	Motor Vehicle Wrecker	16.73
05310	Painter, Automotive	17.33
05340	Radiator Repair Specialist	16.73
05370	Tire Repairer	14.98
05400	Transmission Repair Specialist	17.99
07000	Food Preparation and Service Occupations	
	Food Service Worker	7.84
07010	Baker	11.01

07041	Cook I	10.00
07042	Cook II	11.01
07070	Dishwasher	7.25
07130	Meat Cutter	14.22
07250	Waiter/Waitress	7.90
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	17.33
09040	Furniture Handler	14.45
09070	Furniture Refinisher	17.33
09100	Furniture Refinisher Helper	14.45
09110	Furniture Repairer, Minor	16.45
09130	Upholsterer	17.33
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	8.34
11060	Elevator Operator	8.34
11090	Gardener	12.97
11121	House Keeping Aid I	7.74
11122	House Keeping Aid II	8.61
11150	Janitor	8.34
11210	Laborer, Grounds Maintenance	10.25
11240	Maid or Houseman	7.74
11270	Pest Controller	10.58
11300	Refuse Collector	9.59
11330	Tractor Operator	12.02
11360	Window Cleaner	9.09
12000	Health Occupations	
12020	Dental Assistant	11.62
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.35
12071	Licensed Practical Nurse I	12.82
12072	Licensed Practical Nurse II	14.40
12073	Licensed Practical Nurse III	16.12
12100	Medical Assistant	10.52
12130	Medical Laboratory Technician	10.67
12160	Medical Record Clerk	9.28
12190	Medical Record Technician	12.50
12221	Nursing Assistant I	8.33
12222	Nursing Assistant II	9.64
12223	Nursing Assistant III	13.31
12224	Nursing Assistant IV	14.94
12250	Pharmacy Technician	12.21
12280	Phlebotomist	9.40
12311	Registered Nurse I	17.24
12312	Registered Nurse II	21.09
12313	Registered Nurse II, Specialist	21.09
12314	Registered Nurse III	26.61

12315	Registered Nurse III, Anesthetist	26.61
12316	Registered Nurse IV	31.89
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	19.34
13011	Exhibits Specialist I	16.67
13012	Exhibits Specialist II	20.63
13013	Exhibits Specialist III	25.19
13041	Illustrator I	16.67
13042	Illustrator II	20.63
13043	Illustrator III	25.19
13047	Librarian	18.36
13050	Library Technician	15.69
13071	Photographer I	13.41
13072	Photographer II	15.90
13073	Photographer III	19.70
13074	Photographer IV	24.02
13075	Photographer V	29.15
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	7.57
15030	Counter Attendant	7.57
15040	Dry Cleaner	9.08
15070	Finisher, Flatwork, Machine	7.57
15090	Presser, Hand	7.57
15100	Presser, Machine, Drycleaning	7.57
15130	Presser, Machine, Shirts	7.57
15160	Presser, Machine, Wearing Apparel, Laundry	7.57
15190	Sewing Machine Operator	10.26
15220	Tailor	12.09
15250	Washer, Machine	9.29
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	17.33
19040	Tool and Die Maker	20.40
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	15.50
21020	Material Coordinator	14.87
21030	Material Expediter	15.39
21040	Material Handling Laborer	11.86
21050	Order Filler	11.18
21071	Forklift Operator	14.70
21080	Production Line Worker (Food Processing)	12.87
21100	Shipping/Receiving Clerk	11.44
21130	Shipping Packer	11.44
21140	Store Worker I	11.44
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.06
21210	Tools and Parts Attendant	12.87

21400	Warehouse Specialist	12.87
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	17.99
23040	Aircraft Mechanic Helper	14.45
23050	Aircraft Quality Control Inspector	18.13
23060	Aircraft Servicer	16.45
23070	Aircraft Worker	16.73
23100	Appliance Mechanic	17.33
23120	Bicycle Repairer	14.98
23125	Cable Splicer	17.99
23130	Carpenter, Maintenance	17.33
23140	Carpet Layer	16.73
23160	Electrician, Maintenance	18.82
23181	Electronics Technician, Maintenance I	19.00
23182	Electronics Technician, Maintenance II	20.72
23183	Electronics Technician, Maintenance III	21.98
23260	Fabric Worker	16.45
23290	Fire Alarm System Mechanic	17.99
23310	Fire Extinguisher Repairer	16.45
23340	Fuel Distribution System Mechanic	17.99
23370	General Maintenance Worker	16.19
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.99
23430	Heavy Equipment Mechanic	17.99
23440	Heavy Equipment Operator	17.99
23460	Instrument Mechanic	17.99
23470	Laborer	9.59
23500	Locksmith	17.33
23530	Machinery Maintenance Mechanic	17.99
23550	Machinist, Maintenance	18.11
23580	Maintenance Trades Helper	14.45
23640	Millwright	17.99
23700	Office Appliance Repairer	17.33
23740	Painter, Aircraft	17.33
23760	Painter, Maintenance	18.21
23790	Pipefitter, Maintenance	17.54
23800	Plumber, Maintenance	17.99
23820	Pneudraulic Systems Mechanic	17.99
23850	Rigger	16.73
23870	Scale Mechanic	17.99
23890	Sheet-Metal Worker, Maintenance	16.73
23910	Small Engine Mechanic	17.99
23930	Telecommunication Mechanic I	18.54
23931	Telecommunication Mechanic II	17.99
23950	Telephone Lineman	17.99
23960	Welder, Combination, Maintenance	17.99
23965	Well Driller	17.99
23970	Woodcraft Worker	16.73
23980	Woodworker	

24000	Personal Needs Occupations	
24570	Child Care Attendant	7.47
24580	Child Care Center Clerk	10.59
24600	Chore Aid	8.13
24630	Homemaker	12.05
25000	Plant and System Operation Occupations	
25010	Boiler Tender	17.99
25040	Sewage Plant Operator	18.52
25070	Stationary Engineer	17.99
25190	Ventilation Equipment Tender	14.45
25210	Water Treatment Plant Operator	19.51
27000	Protective Service Occupations	
	Police Officer	21.89
	Alarm Monitor	14.78
27004	Alarm Monitor	21.92
27006	Corrections Officer	21.92
27010	Court Security Officer	21.92
27040	Detention Officer	22.40
27070	Firefighter	8.89
27101	Guard I	14.66
27102	Guard II	
28000	Stevedoring/Longshoremen Occupations	
	Blocker and Bracer	15.24
28010	Blocker and Bracer	15.24
28020	Hatch Tender	15.24
28030	Line Handler	14.61
28040	Stevedore I	17.64
28050	Stevedore II	
29000	Technical Occupations	
	Graphic Artist	20.00
21150	Graphic Artist	29.44
29010	Air Traffic Control Specialist, Center (2)	20.30
29011	Air Traffic Control Specialist, Station (2)	22.35
29012	Air Traffic Control Specialist, Terminal (2)	14.89
29023	Archeological Technician I	16.66
29024	Archeological Technician II	20.65
29025	Archeological Technician III	20.99
29030	Cartographic Technician	22.99
29035	Computer Based Training (CBT) Specialist/ Instructor	18.39
29040	Civil Engineering Technician	12.53
29061	Drafter I	14.06
29062	Drafter II	16.67
29063	Drafter III	20.63
29064	Drafter IV	13.65
29081	Engineering Technician I	16.01
29082	Engineering Technician II	19.10
29083	Engineering Technician III	

29084	Engineering Technician IV	22.38
29085	Engineering Technician V	25.71
29086	Engineering Technician VI	31.12
29090	Environmental Technician	20.93
29100	Flight Simulator/Instructor (Pilot)	24.95
29160	Instructor	20.60
29210	Laboratory Technician	15.00
29240	Mathematical Technician	20.63
29361	Paralegal/Legal Assistant I	13.48
29362	Paralegal/Legal Assistant II	16.15
29363	Paralegal/Legal Assistant III	19.70
29364	Paralegal/Legal Assistant IV	23.90
29390	Photooptics Technician	20.99
29480	Technical Writer	25.88
29491	Unexploded Ordnance (UXO) Technician I	18.71
29492	Unexploded Ordnance (UXO) Technician II	22.64
29493	Unexploded Ordnance (UXO) Technician III	27.13
29494	Unexploded (UXO) Safety Escort	18.71
29495	Unexploded (UXO) Sweep Personnel	18.71
29620	Weather Observer, Senior (3)	16.49
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	18.69
29622	Weather Observer, Upper Air	16.49
31000	Transportation/ Mobile Equipment Operation Occupations	
		14.30
31030	Bus Driver	8.44
31260	Parking and Lot Attendant	14.48
31290	Shuttle Bus Driver	11.72
31300	Taxi Driver	13.59
31361	Truckdriver, Light Truck	18.92
31362	Truckdriver, Medium Truck	19.71
31363	Truckdriver, Heavy Truck	19.71
31364	Truckdriver, Tractor-Trailer	
99000	Miscellaneous Occupations	
		8.62
99020	Animal Caretaker	7.69
99030	Cashier	9.27
99041	Carnival Equipment Operator	10.00
99042	Carnival Equipment Repairer	7.25
99043	Carnival Worker	8.03
99050	Desk Clerk	20.60
99095	Embalmer	9.83
99300	Lifeguard	20.60
99310	Mortician	10.32
99350	Park Attendant (Aide)	7.14
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.85
99500	Recreation Specialist	12.26
99510	Recycling Worker	8.21
99610	Sales Clerk	

99620	School Crossing Guard (Crosswalk Attendant)	7.25
99630	Sport Official	7.14
99658	Survey Party Chief (Chief of Party)	11.04
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.55
99660	Surveying Aide	7.05
99690	Swimming Pool Operator	11.01
99720	Vending Machine Attendant	9.27
99730	Vending Machine Repairer	11.01
99740	Vending Machine Repairer Helper	9.27

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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